

An Antiracist Uses Inclusive Language

Montgomery College
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Antiracism Definition

Antiracism

- Antiracism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life.

Note: Antiracism tends to be an individualized approach and set up in opposition to individual racist behaviors and impacts.

Antiracist

- An antiracist is someone who is supporting an antiracist policy through their actions or expressing antiracist ideas.

Note: This includes the expression of ideas that racial groups are equals and do not need developing and supporting policies that reduce racial inequity.

The Institutional Goal

“Develop strategy and roadmap for Montgomery College’s intent to embrace a journey towards antiracism in policy, practice, and promise”



Equity and Inclusion Operational Definitions

Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.

Antiracism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life.

White Supremacy - The belief that the white race is inherently superior to other races and that white people should have control over people of other races; the social, economic, and political systems that collectively enable white people to maintain power over people of other races.

Equity - The creation of opportunities that intentionally incorporates diverse and/or traditionally underrepresented thoughts and perspectives for students, employees and businesses/community.

Diversity – The presence of individual differences and group-social differences among members of a group that can be engaged for the benefit of the group.

Inclusion – The actualization of diversity that draws on the collective perspectives, strengths, and backgrounds of individuals for the benefit of the endeavor.

SPEAK WITH INTENTION

- ✓ *BE INCLUSIVE (WITH INTENTION)*
- ✓ *BE EQUITABLE (WITH INTENTION)*
- ✓ *BE COMMUNICATIVE (WITH INTENTION)*
- ✓ *CREATE A SENSE OF BELONGING (WITH INTENTION)*

When greeting others

Avoid:

ladies gentlemen ma'am sir girls guys etc.

Consider using instead:

"Thanks, **friends**.
Have a great
night."

"Good morning,
folks!"

"Hi, **everyone!**"

"And for **you?**"

"Can I get
you **all**
something?"

Why?

Shifting to gender-inclusive language respects and acknowledges the gender identities of all people and removes assumption.

Be mindful of language

Based on Toni Latour's "Hello there" cards.

Learn more at qmunity.ca

Using EMPATHY in Equity Dialogues

- Brené Brown on Empathy - YouTube

<https://www.youtube.com/watch?v=1Evwgu369Jw>

Language Change

| From | To |
|----------------------|-----------------------------------|
| 1. Slave | Enslaved |
| 2. Slavery | Enslavement |
| 3. Disabled students | Students with disabilities |
| 4. Low-income people | People from low-income households |
| 5. Illegal alien | Undocumented immigrant |
| 6. Homeless person | People experiencing homelessness |

Guiding Principles for this Work

Montgomery College will prioritize being an antiracist institution by actively working to eliminate racism in our regular daily interactions and in every area of the College through our actions, communication, education, continuous improvement, advocacy for equity and inclusion, and being responsive to our stakeholders. We will hold ourselves accountable through analyzing previous and current data, policies, curricula, and programs.

Employee Antiracism Information Session

This will be a college-wide requirement. Sessions will be delivered through regularly scheduled department meetings (a process similar to the ethics training) and will be launched in FY 22-23.

Employee Antiracism Information Session Content

The Goal

Focus on understanding the journey (refer to the institutional goal); not finger pointing but explaining the what, why, how.

Leadership Support

Board of Trustees Chair, MC President, each SVP, and the CEO to create a brief video of their commitment to the journey and MCTV will produce.

Common Language

Establish a common language and define key terms such as antiracist, racism, privilege, discrimination (“This is what we mean when we say...”); adhere to Civility Norms.

The Badge

Introduce the Antiracism Journey Badge.

Three Components of Antiracist Journey Badge

Self-Reflection

Education

Action

An Antiracist Journey Badge Outcomes

- Document the self-reflection process using provided resources
- Engage in antiracism educational opportunities (e.g. books readings, trainings, Let's Talk series) and produce written or recorded summary and critical responses
- Create a product that demonstrates/describes action taken (e.g. e-portfolio, artifacts, videos, website, service learning linked to antiracism, etc.)

Community Agreements

- Be open and flexible.
- If you have something to contribute, share it through Chat.
- Take risks – ask why – think critically.
- Take responsibility for your own learning, participation, comfort, and input.
- Listen to understand – not to react.
- Be open-minded.
- Forgive and apologize. Don't take things personally.
- Participation by choice.

Breakout Sessions

Breakout sessions & Reporting out to bigger group–

1. What does inclusive language mean to you?
2. What experience have you had where you heard non-inclusive language? Did you say something/speak up?

Questions
Comments
Suggestions



Thank you, please fill out our evaluation!

